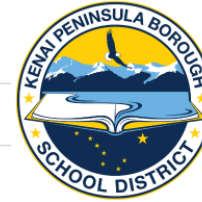


Kenai Peninsula Borough School District



SMART Goal for Strategy #1

Homer Flex

Area of Focus #1: Responsive: Be immersed in a high quality instructional environment.

Strategy #1: Prioritize strong, positive relationships with all students to support their social and emotional needs.

Step 1: Write a SMART Goal in the space provided below for this strategy

By the end of the 2018/19 school year, 100% of staff will implement restorative practices, which in turn will increase the student attendance rate to at least 85%.

Step 2: Give detail to the SMART Goal by completing the actions bank below

Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
85% of staff will participate in restorative practices inservice in August	Chris Brown	August 16th and 17th	Attendance; Evaluation of Inservice	100% participated
Increase student awareness of restorative practices in the school	Chris Brown and Ingrid Harrald	October 1st	NVC posted in all rooms; Revised Circle Values posted in all rooms; Revised schedule of whole community circles implemented	NVC became PBIS action plan, and was implemented school wide. Circle values were posted in all rooms; schedule was formalized
Certified staff will demonstrate implementation of restorative practices in their classroom during the first formal evaluation cycle	Chris Brown	December 1st	Artifacts attached to evaluations; Evaluation notes	100% certified staff demonstrated RP in classroom
Classified staff will demonstrate implementation of restorative practices	Chris Brown	March 1st	Evaluation notes	100% classified participated in RP circles

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [2/6/19]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs? - What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice? - Does our school foster a culture of innovation? What steps might we take to better support such a culture? 	<p>-student/center meetings, daily check-ins, Sources of Strength activities, school celebrations -PLCs on personalized learning; classroom visits with peers - innovation through book study group, taking risks and reflecting as a group in PLC</p>	<p>Advancing</p>

-student/center meetings				
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
Second RP inservice with Kerri in March	Chris, Ingrid	3/8/19	75% participation	low staff engagement due to timing
Continue RP implementation through NVC, circles, conferences	Chris, Ingrid	5/19	Circles, NVC use	Students use NVC regularly and participate in circles weekly
Staff implementation of RP through circles, NVC, and conferences	Staff	5/19	Circles, NVC use	All staff using reguarly

EOY DISCUSSION: [5/23/19]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs? - What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice? - Does our school foster a culture of innovation? What steps might we take to better support such a culture? 	<p>-continue center meetings, Sources of Strength, PBIS celebrations to foster positive relationships and support students. -continue staff PLCs and book study groups to strengthen instructional practices and innovation. Also, continue weekly meetings to discuss student concerns. -Look to implement advisory groups to foster teacher/student relationships and ensure service project reflection and completion</p>	<p>Sustaining</p>

Kenai Peninsula Borough School District

SMART Goal for Strategy #2

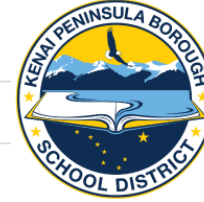
Homer Flex



Area of Focus #2:		Relevance: Experience a personalized learning system.		
Strategy #2:		Students will be given opportunities to develop healthy lifestyles and make healthy choices.		
Step 1: Write a SMART Goal in the space provided below for this strategy				
By the end of the 2018-19 school year, 90% of students at Flex will engage in monthly learning opportunities that will increase exposure to healthy activities and build social emotional skills, resulting in an increase in the overall mean scores in Scale 2 (School Climate) and Scale 3 (Social-Emotional Learning) of the Hanover School Climate Survey.				
Step 2: Give detail to the SMART Goal by completing the actions bank below				
Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
Every week, staff will offer a PE opportunity through a community partner	Christopher Brown David Lefton	Every school week throughout the year	Excel report of student participation	PE opportunities occurring weekly, as evidenced by excel report
Weekly healthy produce will be offered and showcased to/by students	Ingrid Harrald	Weekly throughout the school year	Weekly student produce stat sheets	Produce offered regularly, often with out stat sheet
Incoming students will participate in a Health class, highlighting 4th R, PHAT Healthy Relationships, Common Sense Media, and Green Dot curricula	Ingrid Harrald	The end of second rotation	Health credit earned by all students	All incoming 9th and 10th graders completed health class
Project AWARE social/emotional counseling and support	Ingrid Harrald	As needed throughout the school year	Project AWARE grant report	
Increase Sources of Strength's (SOS) presence in the school through bulletin boards and monthly activities	Ingrid Harrald	Throughout the year	Number of bulletin board displays; number of activities offered	Increased offerings and engagement
Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps				
MID-YEAR DISCUSSION: 2/6/19				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	
Relevance Goal: Experience a personalized learning system. Key Discussion Questions: - In what ways do we create a flexible instructional model that meets the needs and interests of each learner? In what ways might we improve? - How do we help our students to develop healthy lifestyles and make healthy choices? - How can our school better engage families and leverage resources beyond the classroom?	-small class size, weekly group discussion regarding all learners, teacher flexibility with voice and choice, personalized learning through station rotation and student reflection. - healthy physical education opportunities for Friday PE, healthy produce offered at morning meetings and lunch, food bags - family engagement through chaperone opportunities, advisory council participation, regular communication		Advancing	
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
Continue monthly PE units	David	Weekly	Excel Report	Successful engagement by almost all students.
Continue weekly produce offerings	Ingrid	Weekly	Produce Sheets	Offered almost daily, but without stat sheet. Stat sheet would offer educational understanding of importance of healthy produce
Project AWARE counseling	Ingrid	Ongoing	Project AWARE Data	Continues to be an important resource for students.
Sources of Strength Activities	Ingrid	Monthly	Number of activities	Offerings increased this year, and this provided increased student voice and ownership.
EOY DISCUSSION: [5/23/19]				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	

<p>Relevance Goal: Experience a personalized learning system.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - In what ways do we create a flexible instructional model that meets the needs and interests of each learner? In what ways might we improve? - How do we help our students to develop healthy lifestyles and make healthy choices? - How can our school better engage families and leverage resources beyond the classroom? 	<p>-PE opportunities, with support of Alt Schools Grant, were very successful; produce offerings could be formalized, project AWARE is being phased out, but Ingrid's position is funded and will hopefully remain, Sources of Strength became an important tool for student voice in the school and will continue to be so going forward,</p>	<p>Sustaining</p>									
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Kenai Peninsula Borough School District



SMART Goal for Strategy #3

Homer Flex

Area of Focus #3: Core Four: Targeted Instruction

Strategy #3: Groups

Step 1: Write a SMART Goal in the space provided below for this strategy

By the end of the 2018-19 school year, 100% of certified instructional staff will implement station rotation activities on a weekly basis.

Step 2: Give detail to the SMART Goal by completing the actions bank below

Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
Staff will participate in turn-key Foundations Workshop	Chris Brown	August 15th	Panorama Survey completed by teachers	Completed
Staff will participate in EE's Walk Through and Design Workshop; and Next Steps Workshop	Chris Brown	September 20th; November 7th	Workshop surveys completed	Completed
Teachers will design, implement, and reflect on a first iteration of station rotation in their classroom	Certified Staff	November 15th	Evidence attached to formal observations	Completed
Teachers will design and implement weekly station rotations in their classroom	Certified Staff	April 5th	Evidence attached to formal observations	Occurred, but used less regularly than anticipated

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [2/6/19]

Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
Core Four Goal: Identify a specific Core Four area of focus Options: Student Reflection & Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content & Tools Key Discussion Questions: - In what ways are teachers developing expertise in this area? - In what ways are students developing expertise in this area? - What next steps should our school take to better incorporate this Core Four area of focus into our instruction?		-staff participation in workshops as well as staff PLC, students are learning through staff discussion of and implementation of station rotation - next steps include adding student reflection and ownership		Developing
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
Reflect and Iterate Workshop and walk through #2	Chris, staff	5/1/19	walk through reflections	feedback from EE regarding station rotation in walkthrough #1 was positive for all classrooms.
Implement student reflection and ownership	Staff	5/22/19	evidence from walk throughs	evidence in all classrooms.

EOY DISCUSSION: [5/23/19]

Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
Core Four Goal: Identify a specific Core Four area of focus Options: Student Reflection & Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content & Tools Key Discussion Questions: - In what ways are teachers developing expertise in this area? - In what ways are students developing expertise in this area? - What next steps should our school take to better incorporate this Core Four area of focus into our instruction?		-implementation of station rotation and student reflection/ownership was mixed, but all teachers had implemented both in an effective manner. Sustainability will be the next hurdle.		Advancing

Kenai Peninsula Borough School District



SMART Goal for Strategy #4

Homer Flex

Area of Focus #4:

Rigor: All students will achieve high levels of academic growth.

Strategy #4:

Prioritize strong, positive relationships with all students to support their social and emotional needs.

Step 1: Write a SMART Goal in the space provided below for this strategy

For the 2018-19 school year, the Flex four year graduation rate will improve to above 66.67 percent.

Step 2: Give detail to the SMART Goal by completing the actions bank below

Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
In line with our needs assessment, we will improve student attendance by offering more CTE courses and providing for social/emotional supports (through substance abuse prevention resources and connecting with community resources.)	staff	ongoing	CTE courses, SEL supports	culinary courses offered second rotation
In line with our needs assessment, we will improve student engagement by offering staff professional development (restorative practices, instructional coaching, CTE)	staff	ongoing	inservices, CTE offerings	RP inservice in August,
In line with our needs assessments, we will improve student attendance through restorative practices	staff	ongoing	NVC, circles, conferences	

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [2/6/19]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Rigor Goal: All students will achieve high levels of academic rigor. Key Discussion Questions: - In what ways do our instructional strategies create rigor in the classroom? - How well does do our metrics measure student performance? - Is student growth and success determined through multiple measures of learning? - What steps might we take to increase the rigor of our classrooms?	-CTE offerings in second and third rotations included culinary arts and drafting - restorative practices implementation is ongoing	<h2>Advancing</h2>

Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
Offer a second restorative practices inservice in March	Chris, Ingrid	March 8, 2019	75% participation	Staff engagement was low, due to time of year and job stress
Continue CTE offerings	Staff	Ongoing		Offered culinary during four rotations, drafting during two rotations, and computer apps/microsoft certification during two rotations

EOY DISCUSSION: [Date]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Rigor Goal: All students will achieve high levels of academic rigor. Key Discussion Questions: - In what ways do our instructional strategies create rigor in the classroom? - How well does do our metrics measure student performance? - Is student growth and success determined through multiple measures of learning? - What steps might we take to increase the rigor of our classrooms?	-Restorative Practices implementation is ongoing, but has been adopted by both students and staff, CTE offerings increased, and staff is now looking to become state certified in other CTE offerings.	<h2>Advancing</h2>